

AZ Compensation Network

February 2018



Internally Equitable, Externally Competitive

Agenda

- Introduction (Sheila)
- Ice Breaker (Greg)
- Mission, Vision, Strategy, Goals (Evan)
- Proposed Calendar & Topics (Sheila)
- Resources



Ice Breaker

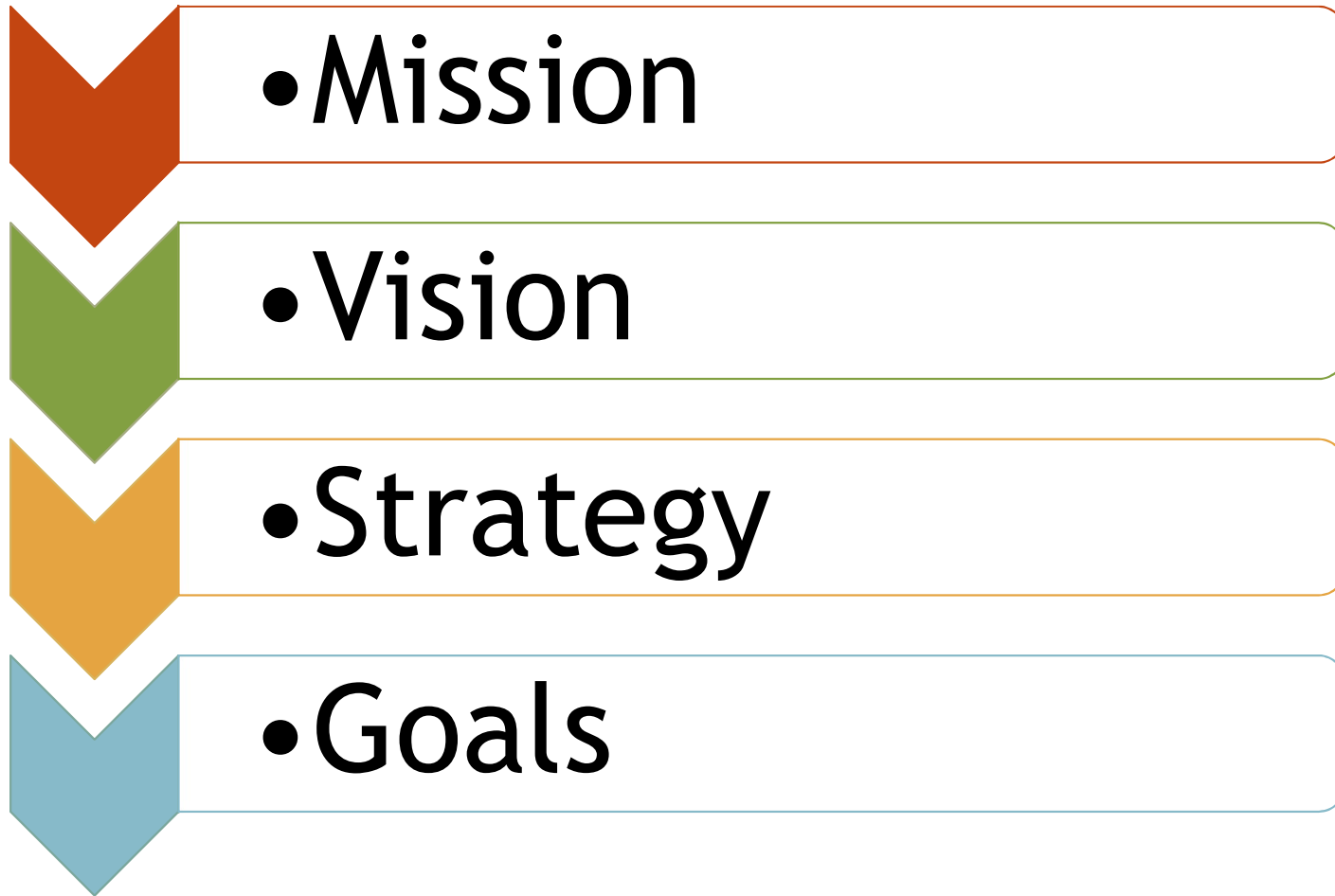


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Ice Breaker – “Would you rather...?”

- Winter or Summer?
- Sweet or Salty?
- Rock-n-Roll or Country?
- Hawaii or New York City?
- Early Bird or Night Owl?
- Boxers or Briefs?

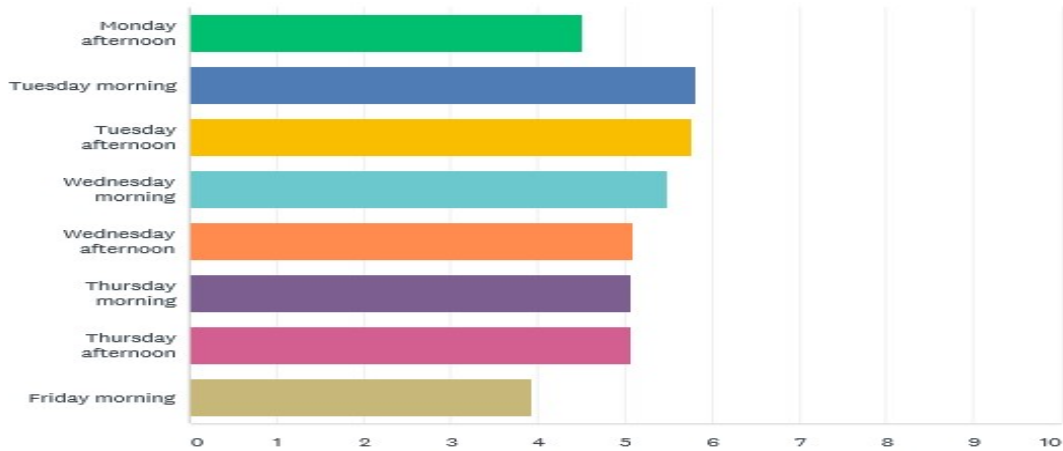


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What is the best time slot for you to attend this type of training?

Answered: 58 Skipped: 3



	1	2	3	4	5	6	7	8	TOTAL	SCORE
▼ Monday afternoon	24.00% 6	12.00% 3	4.00% 1	4.00% 1	16.00% 4	8.00% 2	12.00% 3	20.00% 5	25	4.52
▼ Tuesday morning	23.08% 6	34.62% 9	7.69% 2	15.38% 4	0.00% 0	0.00% 0	11.54% 3	7.69% 2	26	5.81
▼ Tuesday afternoon	16.67% 5	20.00% 6	30.00% 9	13.33% 4	3.33% 1	10.00% 3	6.67% 2	0.00% 0	30	5.77
▼ Wednesday morning	24.00% 6	20.00% 5	8.00% 2	20.00% 5	8.00% 2	8.00% 2	0.00% 0	12.00% 3	25	5.48
▼ Wednesday afternoon	14.29% 4	25.00% 7	7.14% 2	7.14% 2	28.57% 8	3.57% 1	3.57% 1	10.71% 3	28	5.11
▼ Thursday morning	16.67% 5	10.00% 3	30.00% 9	3.33% 1	6.67% 2	20.00% 6	6.67% 2	6.67% 2	30	5.07
▼ Thursday afternoon	23.08% 6	19.23% 5	11.54% 3	7.69% 2	0.00% 0	15.38% 4	11.54% 3	11.54% 3	26	5.08
▼ Friday morning	10.00% 3	10.00% 3	6.67% 2	16.67% 5	10.00% 3	6.67% 2	20.00% 6	20.00% 6	30	3.93

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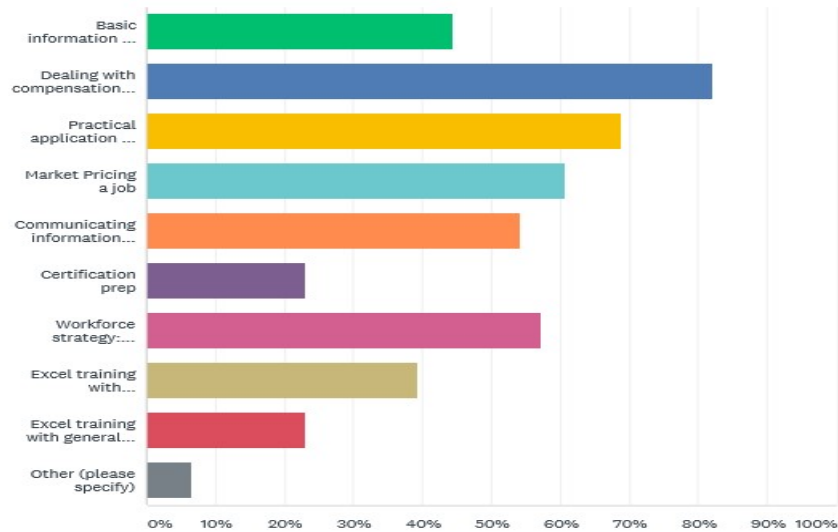
Schedule

Tuesday was selected as the best day of the week for getting together, split evenly between morning and afternoon.



What compensation topics would be of interest to you for these training sessions? (Pick all of interest.)

Answered: 61 Skipped: 0



ANSWER CHOICES	RESPONSES	
▼ Basic information - An overview of the topic	44.26%	27
▼ Dealing with compensation issues (Compression, Internal Equity, Pay for Performance, etc.)	81.97%	50
▼ Practical application for State Employment (Compensation Guidelines)	68.85%	42
▼ Market Pricing a job	60.66%	37
▼ Communicating information about Compensation	54.10%	33
▼ Certification prep	22.95%	14
▼ Workforce strategy: Compensation & Business needs	57.38%	35
▼ Excel training with compensation focus	39.34%	24
▼ Excel training with general focus	22.95%	14
▼ Other (please specify)	6.56%	4
Total Respondents: 61		

Additional inputs included:

- Getting agency leaders to properly classify a position rather than overstating duties to obtain a specific grade or salary
- Employee communication regarding compensation (especially lack of pay increases)
- ADOA Requirements
- Federal laws governing compensation:
 - Equal Pay Act
 - Title VII of Civil Rights Act
 - Age Discrimination in Employment Act
 - Title I of ADA

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Proposed Schedule

- February 2018: Get Acquainted, Review Calendar, Set Expectations, prioritize training
- March 2018: Invite to Shared Services meeting regarding Compensation Guidelines
- April 2018: Compensation basic issues: Compression, Internal Equity, Pay for Performance
- May 2018: Market Pricing A Job, Art & Science
- June 2018: Communicating about pay
- July 2018: Share WorldAtWork information and updates
- August 2018 : Workforce Strategy: Compensation & Business needs (gather ideas and issues at prior meeting)
- September 2018 : Basic Excel-Tips & Tricks
- October 2018 : Advanced Excel-Compensation Focus
- November 2018: Review of Federal Laws governing compensation
- December 2018: Annual Recap, Set schedule for 2019



Resources

- Resources
 - World at Work (www.worldatwork.org)
 - National Organization
 - Training/Certification
 - Arizona Total Rewards Association (www.aztotalrewards.com)
 - Local Organization
 - Training/Continuing ED (SHRM/HRCI)
 - Focus on Compensation, Benefits, Wellness, and Retirement (Total Rewards)
- Comp & Coffee Podcast (iTunes, Google Play, Soundcloud)
- <http://www.compensationcafe.com/> (Compensation Blog)
- <https://www.onetonline.org> (Dept of Labor Employment & Training)
- <https://www.bls.gov> (Bureau of Labor Statistics)
- <http://jims.tempe.gov> (AZ Government Entity Salary Database)

